Overview

Who We Serve: Three Year Average
• 217 pregnant and parenting girls (ages 14-21)
• 188 infants and toddlers (ages 6 weeks to Pre-K)
• 165 extended family members who influence the success of teen moms and their children

Demographics
The teen mothers on the Florence Crittenton Campus are:
• 77% Hispanic
• 11% African American
• 1% Caucasian
• 6% Multi-racial
• 2% Asian American
• 3% Native American
• 95% qualify for free and reduced meals
• 21% are food-insecure
• 24% lack stable housing

Other Facts
A large percentage of teen mothers on the Florence Crittenton Campus come from at-risk backgrounds that present difficult challenges, such as physical and sexual abuse, drugs and alcohol, gang pressure, immigration issues, psychological distress, and poverty.

Florence Crittenton Services’ two-generation approach, combining education with child care, counseling support, life skills, and parenting training, developmental and mental health counseling, and much more, helps these vulnerable teen families create multigenerational cycles of success.

Florence Crittenton Services
96 South Zuni Street, Denver, CO 80223-1208
720.423.8900 | www.flocritco.org | info@flocritco.org
Message From the CEO and Chair of the Board of Directors

Dear Advocates of Two-Generation Success,

Florence Crittenton Services began the past year celebrating the 35th year anniversary of our partnership with Denver Public Schools. It was back in 1984 that this relationship began helping teen mothers earn a high school diploma, learn about child development, build parenting skills, and access resources to raise healthy families. The program was initially housed in a single classroom at Baker Middle School. Thirty-five years later, our campus is a shining example of what public-private partnerships can accomplish for the greater good. This relationship has enabled us to provide customized education, wraparound services, early childhood education, access to health care, and so much more to thousands of teen families. We hope you enjoy reading about the evolution of this partnership and how it has transformed the lives of the young families we serve.

As always, Florence Crittenton Services is working hard to adapt to the ever-changing needs of our community. We focus on not only what we do well, but also what we can improve upon and what may be missing. Upon reflection, we realized that on-site dental services were a critical need of our young families that we were not providing. Thanks to a grant from the Delta Dental of Colorado Foundation, we were able to open our dental clinic in the second half of the 2018-2019 school year. We are thrilled that our young families can now receive the care they need without having to worry about barriers such as cost and transportation.

We also reflected on the needs of our graduates, and as a result, FloCrit has expanded its capacity to serve graduating seniors and alumnae. Thanks to support from The Women’s Foundation of Colorado and the Allen Foundation, we welcomed our new, full-time Transitions Advocate to the FloCrit campus. The Transitions Advocate works with our young moms to create a comprehensive plan for after they graduate. She empowers them to build social networks and is available to assist graduates in accessing resources. The 33 young moms who graduated in May of 2019 have her as a resource they can turn to with any uncertainties or obstacles they may face in this next stage in their lives.

We are also thrilled to share that this past year, Florence Crittenton Services partnered with Mile High United Way to become a Center for Family Opportunity. This offers our current moms and alumnae the opportunity to access financial literacy courses, tax preparation assistance, and resume assistance to further strengthen their post-secondary readiness.

Partners like you ensure that we have the resources to continue strengthening our programs. We would not be able to continue this journey without your generosity. We thank you for your belief and support of teen families.

In Partnership,

Suzanne Banning
President and CEO

Kathy English
Chair of the Board
Florence Crittenton Services Positively Impacted:

<table>
<thead>
<tr>
<th>Category</th>
<th>FY19</th>
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<tbody>
<tr>
<td>Pregnant and Parenting Teen Mothers</td>
<td>204</td>
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<tr>
<td>Infants and Toddlers</td>
<td>191</td>
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<tr>
<td>Graduating Seniors</td>
<td>33</td>
</tr>
<tr>
<td>Extended Family Members</td>
<td>129</td>
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</tbody>
</table>

Florence Crittenton High School

- 100% of graduating seniors had post-secondary plans
- 75% of eligible seniors completed high school—almost doubling the national rate of 38% for girls who became mothers at or before 18

Early Childhood Education Center

- 100% of children who participated in GOLD assessments showed growth in all development dimensions
- The Early Childhood Education Center received a four-star Colorado Shines rating

Student & Family Support Programs

- 81% of teen mothers delivered full term, healthy birth-weight infants
- 44 homebound teen moms received homebound academic and social-emotional support during their maternity leave

Audited Financial Report FY19

Revenue and Contributions $5,554,269

- Government Grants (6.97%)
- Denver Public Schools (29.11%)
- Foundations/Institutional (28.12%)
- Individuals (12.61%)
- Events (1.90%)
- Program Revenue (18.68%)
- Other (2.61%)

Expenses $4,921,468

- Direct Program Expenses (85.29%)
- Administrative and Fundraising (14.71%)
This year, Florence Crittenton Services celebrated the 35th anniversary of our ground-breaking partnership with Denver Public Schools (DPS). Today, Florence Crittenton High School, which is part of the Florence Crittenton Campus, is the largest and most comprehensive provider of academic services exclusively for pregnant and parenting teen mothers in Colorado. It was back in 1984 that Dorotha Hogue, a DPS Biology teacher, helped forge an alliance between the school district, the Junior League of Denver, the Colorado Department of Human Services and Florence Crittenton Services to create the Teen Parent Education Network, dedicated to helping teen mothers continue their education and earn credits toward a high school diploma. The classes were initially housed in a single room at Baker Middle School, and gradually expanded as support from Denver Public Schools increased, and as Florence Crittenton Services worked to educate the broader community about the potential of these amazing young women. Thirty-five years later, the Florence Crittenton Campus is a beacon of multi-generational programming in Colorado, and a shining example of what public-private partnerships can accomplish for the greater good. Over the years, Florence Crittenton Services and Denver Public Schools together have helped thousands of young families break the cycle of poverty. During the 2018-2019 school year alone, the high school served 204 students.

As part of the DPS Intensive Pathways network, Florence Crittenton High School provides academic services designed to meet the needs of students at the highest risk of dropping out. Florence Crittenton High School is continuously innovating in order to help more young moms succeed. Unique to our school is the maternity leave benefit that moms receive during the first six weeks after they have their baby. Our Homebound Educator visits moms each week during this period to help them keep up with their classes while they adjust to parenthood. Additionally, every FloCrit student receives her own Chromebook to take home and use throughout her enrollment. Teachers also experiment with project-based and blended learning approaches that allow moms more flexible learning trajectories. All Florence Crittenton High School educators receive training around trauma-responsive care to better understand and address the effects of trauma on students, as they manifest in the classroom. The High School also offers on-site General Equivalence Diploma (GED) courses, and concurrent enrollment opportunities that allow students to earn college credit while still enrolled in high school. And the FloCrit High School features a MED Connect program that allows students to earn their Certified Nursing Assistant (CNA) certification on-site. Next year, the MED Connect program will expand to offer additional health career pathway opportunities.
The Early Childhood Education (ECE) Center is Florence Crittenton Services’ on-site, licensed, four-star Colorado Shines-rated early learning center that addresses the education and care needs of our teen mothers’ children. Composed of 10 age-appropriate classrooms, the ECE Center provides social, emotional, cognitive, and physical development services for infants, toddlers, and preschoolers ages 6 weeks through Pre-K. The ECE Center offers family-style meals that promote healthy eating habits, breastfeeding support, and optional home visiting through the Parents as Teachers and Early Head Start programs. Teachers use the Creative Curriculum to support the Objectives for Development as outlined by My Teaching Strategies (GOLD), and support accessing early intervention services through Child Find.

In July of 2018, we welcomed MonaLisa Martinez to the Florence Crittenton leadership team as the Director of the Early Childhood Education Center. MonaLisa has a long history with Florence Crittenton Services. She is an alum of Florence Crittenton and graduated with the class of 1993. In March 2017, MonaLisa returned to Florence Crittenton Services as a classroom teacher in the ECE Center. She was the ECE Center Administrative Assistant from October 2017 to June 2018. MonaLisa’s lived experience as a teen mother and graduate of FloCrit coupled with her 19 years as an early childhood educator and administrator made her a wonderful fit for the position. “As the Director of the Early Childhood Education Center, I have been able to form deeper interpersonal relationships with our moms,” says Martinez. “I think my being in this position has allowed them to be more open with me considering I have traveled the journey that they’re traveling.”

This year, the ECE Center team was selected to participate in Impact Builder, a capacity-building opportunity provided by Tony Grampsas Youth Services (TGYS). This is a year-long program designed to help a service provider strengthen its focus on outcomes and program fidelity. Participants receive regular coaching and technical assistance from experts in the field. The effort, led by MonaLisa Martinez, began over the summer and will conclude in May 2019. Also participating are Debbie Baker, ECE Quality Coach, and Janet Bettini, ECE teacher and facilitator of the Raising a Reader program. The team is focusing on solidifying teacher training standards and processes. “One of things we are most excited about is that we’re going to start including training for our teachers specifically to help them interact more confidently with our young moms,” explains MonaLisa. “Some of our teachers, when they come to our center, it’s their first time working with teen parents. They quickly discover it’s not the same as working with a parent in their 20s or 30s. We want all of our teachers to feel comfortable communicating with FloCrit moms on their level, so they can really impact the child’s development at home.”
At Florence Crittenton Services, we help young moms to thrive physically, emotionally, and socially, as well as academically. Many of our teen moms face extra challenges in their efforts to become self-sufficient and graduate. Most are living in poverty and a significant percentage have experienced homelessness, domestic violence, abuse, or other traumatic events. Many do not have family support. The individualized, wrap-around services offered to teen moms help them manage these challenges. Our dedicated Student and Family Support Program team helps them learn coping skills, provides child development, health, and self-care classes, and navigate community resources for basic needs. Teen mothers have access to on-site legal clinics and financial education, as well as transportation assistance.

This year, with support from the Allen Foundation, we launched the Transitions Services program for FloCrit graduates. The program helps to support alumnae during the often difficult the transition after graduation. Some young moms experience a “cliff effect” as they transition to the next phase in their parenting journey. Some experience challenges that could set back their plans for continued education for both themselves and their child. Emi Pavia, the Transitions Advocate, is a member of the Student and Family Support Program team, and supports graduates both on- and off-campus. Emi helps graduates navigate resources, solve problems, and explore options for their future. She also facilitates networking and partnership opportunities for alumnae so they can continue building the social capital that is so critical for two-generation success. Emi also spends time with current high school seniors, assesses their readiness for transition, identifies strengths and potential challenges, and helps them develop a holistic plan for success that includes not only preparation for work or college, but also child care, transportation, budgeting, health care, and more. This year, 33 young women were able to count on Emi’s support as they moved to the next phase of their lives after graduation.

This year, Florence Crittenton Services and Mile High United Way (MHUW) began offering Center for Opportunity services on the FloCrit campus. Mile High United Way’s Centers for Family Opportunity provide a ladder for families to take steps to move out of poverty and toward economic success. Centers like the one at Florence Crittenton offer financial coaching, education workshops, and job skills classes. At FloCrit, Frank Knappe, Family Engagement Coordinator, and Emi Pavia, Transitions Advocate, head up the Center for Family Opportunity. They work with both current moms and alumna. Along with MHUW and other community partners like Goodwill, mpowered, and Denver Asset Building Coalition, Frank and Emilia bring financial literacy workshops, employment counseling, and free tax services to campus. Teen moms attending Florence Crittenton, alumna, and their extended families can access these services.
Florence Crittenton Services took an active role in the 2019 legislative session representing the interests of teen mothers and their families. As always, FloCrit relies on partnerships with the Colorado Children’s Campaign, Mile High United Way, the Colorado Teen Parent Collaborative, and many others to ensure legislative representation and maximize advocacy impact.

On March 7, 2019, 14 students attended the annual FloCrit Day at the Capitol. Representative Monica Duran welcomed FloCrit moms onto the State House floor. She and Representative Dafna Michaelson Jenet shared their personal stories and encouraged the moms’ ambitions while recognizing their strength during the luncheon reception. Senator Don Coram also shared his family’s stories with FloCrit teen moms.

Current and former teen moms alike were able to participate in advocacy efforts across the legislative session. FloCrit supported the Early Childhood Educator Tax Credit (HB19-1005), sponsored by Representative Janet Buckner, Representative James Wilson, Senator Nancy Todd, and Senator Kevin Priola. FloCrit alums Mona Lisa Martinez, Director of the Early Childhood Education (ECE) Center, and Gina Larquier, ECE Center teacher, joined Suzanne Banning, President and CEO, to testify at the State House in support of the tax credit. This innovative effort to build economic self-sufficiency among the early childhood workforce and add stability to the $1.4 billion early care/education industry in Colorado was signed into law on May 13, 2019.

In April, FloCrit provided testimony in support of State Funding for Full-Day Kindergarten (HB19-1262) sponsored by Representative James Wilson, Representative Barbara McLachlan, Senator Jeff Bridges, and Senator Rhonda Fields. FloCrit alum and ECE Center teacher Valeria Espinoza shared moving testimony highlighting the importance of consistency and the value in transitioning to a full day curriculum early, both of which full day kindergarten would provide. HB19-1262 passed with strong bipartisan support, putting students first to get a strong early start in full day kindergarten. Governor Polis signed the bill into law on May 21, 2019.
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- Ackerman Foundation
- Allen Foundation Inc.
- BCS Family Foundation
- Buell Foundation
- Caring for Colorado Foundation
- The Colorado Trust
- Community Shares Of Colorado
- DaVita Inc
- El Pomar Foundation
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- Children’s Foundation
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* Dorotha Hogue Endowment Fund
On Thursday, March 14, supporters, community members, Alumnae, and staff celebrated Florence Crittenton’s teen mothers and their children at the Cycles of Success Gala: Building Bright Futures Together. The event raised over $317,000, which support teen mothers and their children through programs like art therapy, parenting classes, the Student and Family Support Program, and the Early Childhood Education Center.

Michael Kehoe, Vice President of US Operations at PCL Construction, received the Dr. Kate Waller Barrett Advocate Award. Mike was a member of the Florence Crittenton Board of Directors from 2009 to 2015, acting as the board chair from 2013-2015. He was instrumental in developing the Building for Teen Family Success capital campaign, which funded the expansion and renovation of the Florence Crittenton campus. Denver Public Schools received the inaugural Charles Crittenton Community Partner Award to honor its 35 year partnership with Florence Crittenton Services. DPS and Florence Crittenton Services have worked together to provide high quality education to young mothers to prepare and empower them to live full, sustainable lives without limitation.

Three FloCrit teen moms—Valerie, Class of 2003; Paola, Class of 2016; and Maya, Class of 2020—shared their stories of getting pregnant, finding FloCrit, and becoming the women they are today. As Valerie said, “I can honestly say with 100% certainty that I am living, breathing, walking proof that this organization is a blessing to all young mothers who step foot in their door. We are all treated equally, fairly, and with the utmost respect and integrity no matter the situation and for that I have become who I am today.”

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Champion: $20,000
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KBNO Que Bueno
Thank you to everyone who supported the 14th Annual Miles for Moms 5K Run/Walk presented by Rose Medical Center by running, walking, fundraising, and sponsoring! The event was a true success with over $53,000 raised. Your fundraised dollars will go to work educating, preparing, and empowering FloCrit teen moms and their children. You make a difference!

Left: Three representatives from Presenting Sponsor Rose Medical Center speak before the race.

Right: Runners make their way around Sloan’s Lake

Left: Julia, Class of 2018, her son, and her parents run the 5K

Right: Families enjoy the post-race activities | Photo by Vince Dean Photography

Sponsors

**Presenting:** $10,000
Rose Medical Center

**Platinum:** $5,000
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**Gold:** $2,500
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Yawp! Cyclery
Every holiday season, Florence Crittenton Services gives extra support to our teen mothers and their children for Thanksgiving and the winter holidays. This year, we provided each teen mom with a $50 gift card for a Thanksgiving meal for herself and her family and a $100 gift card for extra food support during the winter break from school. During these school breaks, our teen mothers and their children do not receive the breakfast, lunch, and snack provided at school, and food insecurity is a reality. We also gave holiday gift cards to each teen mom, and gifts of diapers, toys, and clothing for each child. These gifts were made possible by generous contributions of money and in-kind donations from numerous companies and individuals. We wrapped and distributed the gifts with the help of several volunteers, who made the task fun and joyful. Thank you to everyone who helped make the holiday season special for our teen mothers, their children, and their families.
In-Kind Donors

In addition to our large fundraising events, in-kind donations throughout the year also help us stock our Baby Bucks and Green Garage stores with clothes, toys, diapers, wipes, school supplies, and other parenting and personal essentials. Thank you to all our in-kind donors who helped to impact the lives of teen mothers and their children.

Volunteers

The work we do at Florence Crittenton Services would not be possible without our amazing volunteers. Each week, volunteers lend a hand in the ECE Center classrooms and help to organize donations. Groups of volunteers from companies, organizations, and colleges help us sort donations, assist in Baby Bucks on shopping days, and help to run monthly after-school programs. Volunteers from all around the city help our fundraising events like the Gala and Miles for Moms run smoothly.
Florence Crittenton Services is proud to recognize the board members and staff who have demonstrated an unyielding commitment to empowering struggling teen families to create multi-generational success and become productive members of the community during the 2018-2019 school year.

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Nancy Holtgraves
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Samuel Madrid
Loretta Martinez
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Megan Taylor
Krista Weiss
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School-Based Health Center Staff

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Maria Flores
Erin Girardi
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Judith Ortiz-Burrola

DPS Staff

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